

NO BULLYING

POLICY

HARTWELL PRIMARY SCHOOL

Definition:

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people (this includes in a digital environment).

Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly.

Bullying is a clear form of harassment.

Bullying is when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance. Therefore there is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

These include:

- direct physical bullying (including damaging personal property)
- direct verbal bullying
- indirect bullying (action designed to harm someone's social reputation and/or cause humiliation.)
- cyberbullying (action that includes direct verbal bullying and indirect bullying behaviours using digital technologies)

Note: Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management

Rationale:

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn, and a right to feel safe and secure in their school environment.

Aims:

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

Implementation:

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Encourage students in the first instance to address the issue by saying "Stop it, I don't like it" and to seek immediate support.
- To provide programs and teach strategies that promote problem solving, resilience, life and social skills, assertiveness and conflict resolution.
- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- A Restorative Practice program is implemented across the school including Circle Time sessions.

References: <http://www.education.vic.gov.au/school/principals/spag/safety/pages/bullying.aspx#2>
<http://www.education.vic.gov.au/school/teachers/studentmanagement/Pages/studentengagementguidance.aspx>
<https://www.education.gov.au/national-safe-schools-framework-0>

- Students participate in the 'Resilience Program to develop their understanding and skills in empathy, co operation, resilience and a growth mindset.
- Each classroom teacher to clarify at the start of each year the school policy on 'No Bullying'.
- Student Representative Council, staff and students to promote the philosophy of 'No Put Downs'.
- Electives and structured activities available to students at recess and lunch breaks.

B. Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- We encourage children to 'speak up' through our Child Safe Policy.
- Classroom teachers who, on a regular basis reminding students to report incidents, and that reporting is not 'dobbing'. We actively encourage students not to be bystanders.
- Parents are encouraged to contact school if they become aware of a problem.
- School Library- designated safe and quiet place for children to access lunch times.
- Public recognition and reward for positive behaviour and resolution of problems.
- School Council will be informed of all serious bullying incidents.
- Encourage parents to closely monitor their child/children's use of social media. Reinforcing social values and rules set out by the providers (such as age on sites as defined by Facebook, Instagram etc.). *Please note NO social media sites are available through the school network.

C. Intervention:

- Once identified; bully, victim and witnesses spoken with, and all incidents or allegations of bullying in a school setting will be fully investigated and documented.
- When bullying is ongoing, parents will be contacted, and consequences implemented consistent with the school's Student Engagement Policy and Child Safe Policy.
- All parties involved (bully, victim, family members) where deemed necessary, will be offered counselling and support through appropriate channels.

D. Post Violation:

- Consequences may involve:-
 - exclusion from class.
 - exclusion from yard.
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate source for both victim and bully.
- Ongoing monitoring of all parties.
- Rewards for positive behaviour.

Evaluation:

This policy will be reviewed with student, parent and community input as part of the school's review cycle.

POLICY LINKS: HPS Child Safe Policy, HPS eSmart Policy and HPS Student Engagement and Wellbeing Policy.

This policy was last ratified by School Council in....

May 2018

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